



Tasha Grinnell
Vice President
Assistant General Counsel

RECEIVED

By Jan Kusakabe at 10:03 am, Sep 21, 2020

September 21, 2020

Via Email Transmission and Overnight Mail

Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
dlir.director@hawaii.gov

Re: *Voluntary Notice Pursuant To Worker Adjustment and Retraining Notification Act*

Dear Director:

The Neiman Marcus Group is providing this letter to you voluntarily, regardless of whether it is required to do so pursuant to the Worker Adjustment and Retraining Notification Act (the "WARN Act"). This letter provides notice that the Neiman Marcus Group will conduct a mass layoff at the Neiman Marcus store located at 1450 Ala Moana Boulevard, Honolulu, HI 96814 due to business circumstances that were not reasonably foreseeable, including those related to COVID-19, the natural disaster and physical calamity associated with the COVID-19 pandemic, resulting orders issued by government authorities restricting certain business activities, and substantially reduced store revenue and the determination that there is no realistic prospect for store revenues to recover to a sustainable level in the foreseeable future. This letter provides as much notice of the mass layoff as is practicable under the present circumstances. This mass layoff is expected to be permanent.

The mass layoff will commence on November 25, 2020. However, the last day of work for affected employees will be September 25, 2020. All affected employees have received notice of the mass layoff. Bumping rights are not applicable to this mass layoff.

Attached is a list of the job positions and the number of individuals affected in each job classification.

If you have any questions or want additional information concerning this matter, please contact me at 214-743-7614 or Tasha_Grinnell@neimanmarcus.com. Thank you for your attention to this matter.

Sincerely,

Tasha Grinnell
Vice President & Assistant General Counsel
Litigation, Labor and Employment

September 25, 2020

Hand Delivery and Overnight Mail



Re: *Voluntary Notice Pursuant To Worker Adjustment and Retraining Notification Act*

Dear [REDACTED]:

This letter provides notice to you voluntarily, regardless of whether you are eligible to receive such notice pursuant to the Worker Adjustment and Retraining Notification Act (the “WARN Act”). This letter provides notice that there will be a mass layoff at the Neiman Marcus store located at 1450 Ala Moana Boulevard, Honolulu, HI 96814 due to unforeseeable business circumstances, including those related to COVID-19, the natural disaster associated with the COVID-19 pandemic, resulting orders issued by government authorities restricting certain business activities, and substantially reduced store revenue and the determination that there is no realistic prospect for store revenues to recover to a sustainable level in the foreseeable future. This letter provides as much notice of the mass layoff as is practicable under the present circumstances. This mass layoff is expected to be permanent.

We regret to inform you that your position will be eliminated as a result of the mass layoff. The mass layoff will commence on November 25, 2020. Your last day of work is expected to be September 25, 2020. However, your last day of employment will be November 25, 2020. For the period between your last day of work and your last day of employment, you will receive pay and applicable benefits. Bumping rights are not applicable to this mass layoff.

Human Resources or Store Management will provide more specific information regarding severance benefits and answer other questions you may have. On-call employees are not eligible for severance benefits.

If you have any questions or want additional information concerning this matter, please contact me at 800-573-2022 or NMG_Severance@neimanmarcus.com. Thank you for your attention to this matter.

Sincerely,

John Marazio
Vice President, Human Resources